

**CITY OF CORVALLIS  
BENEFIT SUMMARY – CPOA EMPLOYEES**

**INSURANCE**

Medical/Vision/Dental	Coverage is provided through the Oregon Teamster Employers Trust. Medical, Dental, and Vision coverage is effective the first of the month following 30 days of employment. The City contributes 95% of the composite premium. City contribution to premium can be increased through the employee's participation in the Wellness Incentive. The City contributes \$140 per month to a Health Reimbursement Arrangement (HRA) for employees to use to pay for eligible health expenses.
Life/Accidental Death & Dismemberment	Employees are provided a policy in the amount of one times annual salary, rounded to the next highest \$1,000. The City also provides an occupational injury or disease life insurance policy in the amount of one times annual salary, rounded to the next highest \$1,000, which exceeds the requirements of ORS 243.005. The City fully pays the premiums.
Long Term Disability	If an employee is unable to work due to injury or illness, this benefit pays 60% of the employee's salary, after satisfying a 90-day waiting period. The City fully pays the premium.
Supplemental Insurance (Employee Paid)	There are optional insurance plans in which the employee can enroll at his/her expense. <ul style="list-style-type: none"> <li>• Additional life insurance for employee, spouse, and/or eligible dependents.</li> <li>• Additional AD&amp;D insurance for employee or family.</li> <li>• Long Term Care for employee, spouse, and/or other eligible family members aged 18-80.</li> </ul>
Domestic Partner	The City of Corvallis provides insurance benefits to an employee's opposite or same-gender domestic partner. The Oregon Teamster Employer Trust offers coverage to same-gender domestic partners only. The City provides a reimbursement of up to 50% of the Teamster composite premium rate for employees who purchase individual coverage on the open insurance market for an opposite-gender domestic partner.

**RETIREMENT**

PERS / OPSRP / IAP	The City participates in the Public Employee Retirement System (PERS), the Oregon Public Employee Retirement System (OPSRP), and the Individual Account Program (IAP). New employees, who are not already PERS or OPSRP members, become OPSRP members after six full months of employment. The City contributes 6% of monthly wages to the IAP on behalf of the employee.
Deferred Compensation	Employees are eligible to make pre-tax contributions to a 457 deferred compensation plan. There is no City contribution.

**LEAVE BENEFITS**

Holiday	<ul style="list-style-type: none"> <li>• Employees assigned to 10- or 12-hour shifts receive 120 hours each calendar year in lieu of holidays, at the rate of 10 hours for each full month of service completed.</li> <li>• Employees assigned to 8-hour shifts (detectives and non-shift sergeants) accrue 8 hours of holiday per pay period month and are required to take the following holidays off: <ul style="list-style-type: none"> <li>○ New Year's Day (January 1<sup>st</sup>)</li> <li>○ Memorial Day (last Monday in May)</li> <li>○ Independence Day (July 4<sup>th</sup>)</li> <li>○ Labor Day (first Monday in September)</li> <li>○ Thanksgiving Day (fourth Thursday in November)</li> <li>○ Christmas Day (December 25<sup>th</sup>)</li> </ul> </li> </ul>
Sick Leave	<p>Sick leave accrual varies based on the following:</p> <ul style="list-style-type: none"> <li>• Employees assigned to 8-hour shifts accrue 8 hours of sick leave per pay period.</li> <li>• Employees assigned to 10- hour shifts accrue 10 hours of sick leave per pay period.</li> <li>• Employees assigned to 12- hour shifts accrue 12 hours of sick leave per pay period.</li> </ul> <p>The maximum sick leave accrual is 1,040 hours.</p>

## LEAVE BENEFITS CONTINUED

Vacation	Following 6 months of service, employees are eligible to use accumulated vacation hours. Vacation accruals per pay period month are as follows:			
	Months of Service	Monthly Accrual Rate	Annual Accrual Rate	Salary Increase In Lieu of Vacation Accrual Increase
	1-60 months (0-5 years)	8 hours	96 hours	n/a
	61-120 months (5-10 years)	10 hours	120 hours	n/a
	121-180 months (10-15 years)	12 hours	144 hours	8 hours + 2% salary
	181-240 months (15-20 years)	13.5 hours	162 hours	8 hours + 3% salary
	241-300 months (20-25 years)	15.5 hours	186 hours	8 hours + 4% salary
	301+ months (25+ years)	17 hours	204 hours	8 hours + 5% salary
	Maximum Accrual: 700 hours, except Tier 1 PERS members cap is 800 hours.			
Floating Holiday	Employees receive a ½ shift of floating holiday each fiscal year. 12-hour shift employees receive an additional 60 hours of floating holiday per fiscal year.			
Bereavement Leave	The City grants up to 3 days leave with pay in the event of a death in the employee’s immediate family. This leave may be supplemented by sick leave for an additional 7 days, upon approval.			
OTHER BENEFITS				
Flexible Spending Plan (125)	Employees are eligible to participate in a pre-tax deferral plan for medical and dependent care expenses. Funds deferred during the calendar year but not claimed by the end of the annual run-out period are forfeited by the employee.			
Retirement Health Savings Plan (RHSP)	The City contributes the equivalent of 1% of salary to the employee’s RHSP. Vested funds in the RHSP can be used by the employee upon termination of employment to pay for out-of-pocket health expenses and insurance premiums.			
Wellness Incentive	The City contributes up to an additional 2.5% of health insurance premiums, if the employee completes an annual health risk assessment (1%), obtains an approved health screening (1%), and pledges to participate at least quarterly in approved wellness program activities (0.5%).			
Attendance Leave Incentive	Employees who maintain a sick leave bank of at least 120 hours (pro-rated for part-time) may be eligible to convert up to six months of sick leave accrual to cash. Qualification for the sick leave accrual conversion is based upon the number of sick leave hours accrued but not used during a 12-month time period. Incentive is pro-rated for part-time.			
Employee Assistance Program (EAP)	Employees and family members are eligible for up to 4 face-to-face confidential counseling sessions per issue per year. Additional EAP services include 24-hour crisis help, legal services, financial services, identity theft recovery services, and access to life-balance website.			
Education Tuition Reimbursement	Upon approval of the Department Director, employees may be reimbursed 50% of tuition costs, up to 10 credits per academic term, for job-related courses.			
Savings Bonds	Employees are eligible to purchase savings bonds through payroll deduction.			
College Savings Plan (529)	Employees are eligible to contribute to the Oregon College Savings Plan through payroll deduction.			
Credit Union	Employees are eligible to become a member of Oregon State or Central Willamette Credit Unions.			
Employer Transportation Program	Employees using alternative transportation (i.e. carpool, vanpool, transit, bicycling, walking) to get to work are eligible for a taxi ride home when there is an unforeseeable emergency.			
Public Service <i>Loan Forgiveness</i> (PSLF) Program	Public Service <i>Loan Forgiveness</i> (PSLF) is a federal program which forgives the remaining balance on your Direct Loans after you have made 120 qualifying monthly payments under a qualifying repayment plan while working full-time for a qualifying employer. <a href="https://studentaid.ed.gov/sa/repay-loans/forgiveness-cancellation/public-service">https://studentaid.ed.gov/sa/repay-loans/forgiveness-cancellation/public-service</a>			

Note: All CPOA employee benefits and contributions listed on this summary are subject to change. (Updated July 1, 2014)